

Market Range Detail - Employee Relations Analyst - County

Effective Date

May 5, 2008

Market Range Title Description

This market range title is reserved for positions that are responsible for professional, Countywide employee relations activities counseling and coaching department management on a broad range of employee relations issues. Typical job duties include: advising County departments on related policies, procedures, Employee Merit Rules, state, and federal laws; meeting with department management and human resources to assess employee issues and develop action plans; counseling and coaching department management and employees on employee discipline, workplace environment, etc. to resolve issues and conflict; conducting confidential and sensitive employee investigations; preparing comprehensive analysis and recommendation reports; developing and delivering training on workplace professionalism, progressive discipline, and other employee relations topics; working with departments on re-organizations and/or reduction in forces by assisting in developing actions plans and ensuring that plans are in compliance with County policies and procedures; acting as Career Center Coordinator during reduction in force situations; leading sensitive projects regarding implementation of Countywide employee relations programs, policies, etc.

Market Range

Minimum Hourly Rate

\$24.87

Midpoint / Hiring Maximum

\$29.91

Maximum Hourly Rate

\$34.94

Likely Minimum Qualifications

- Bachelor's degree in Human Resources, Public Administration, Social or Behavioral Science, or closely related field
- 3 years of professional level employee relations experience
- Mediation experience preferred
- Other combinations of education and/or experience may be considered in substitution for the minimum qualifications

Working Titles

- Employee Relations Analyst

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.